

# O\*NET



**O\*NET**, the Occupational Information Network, is a comprehensive database system for collecting, organizing, describing and disseminating data on job characteristics and worker attributes.

**O\*NET** will replace the outmoded Dictionary of Occupational Titles (DOT), currently the nation's primary source of occupational information. Offering more than merely up-dated data, **O\*NET** provides a new conceptual framework that reflects the advanced technologies, adaptable workplace structures and wide-ranging skills required by today's changing workplace.

**O\*NET** can help all Americans make informed employment decisions. **O\*NET's** usefulness will expand as its data become increasingly accessible to the public.

The **O\*NET** database identifies, defines, describes and classifies occupations. **O\*NET** provides users with the following types of occupational information (see box).

**O\*NET** classifies data into these domains, giving you six "windows" to look in to all aspects of the workplace.

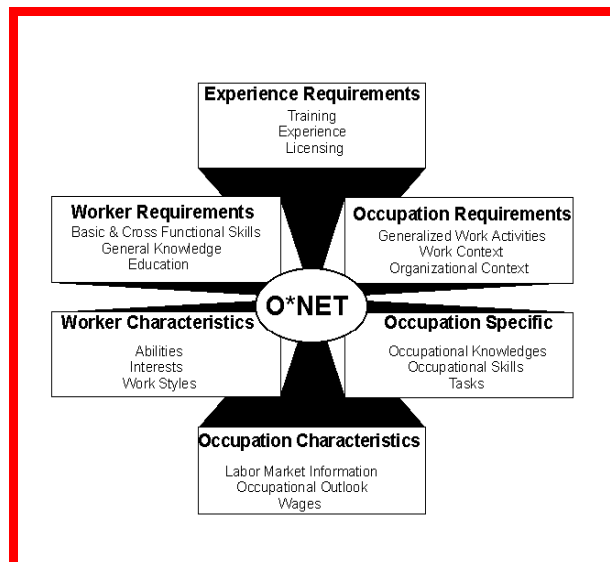
## **O\*NET DATABASE: A FOUNDATION TO BUILD ON**

No one effort, public or private, can capture all aspects or target all the dimensions involved in the changing workplace. Government's

participation helps insure objectivity and fairness in data collection, but government alone cannot build the extensive occupational information network today's economy demands.

The **O\*NET** database will serve as the publicly funded hub of a vast network of developers, agencies and organizations working with a common goal: create materials that enhance the employment potential of all Americans. For example, developers could enhance the **O\*NET** database "core" to :

- ⇒ Create skills-match profiles
- ⇒ Open new approaches to career counseling
- ⇒ Develop resumes, job orders, and descriptions of personnel positions.
- ⇒ Align educational and job training curricula with current workplace needs
- ⇒ Fine-tune assessments to fully evaluate skills and requirements
- ⇒ Restructure staff and organizational development
- ⇒ Explore career options that capitalize on prior experience
- ⇒ Reduce recruitment costs of workers
- ⇒ Benchmark performance appraisals



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